



NEWSLETTER
JULY 2008

STATE OF MONTANA
DEPARTMENT OF ADMINISTRATION

Health Care and Benefits Division
Phone: 444-7462 in Helena
1-800-287-8266 toll free
Fax: (406)444-0080
E-mail: benefitsquestions@mt.gov

ANNUAL CHANGE FOR 2009 BENEFITS

Mark your calendars for Annual Change! Annual Change is your yearly opportunity to change your insurance benefits for the next year. The Annual Change materials will be distributed the week of September 22, 2008. You can make your 2009 insurance benefit elections online, which opens on September 24 or by using your *Individual Benefits Statement*. Plan on attending a presentation to learn about your benefits by checking your booklet for dates, times, and locations. Presentations will begin on September 30, 2008. The deadline for benefit changes is October 24, 2008. Watch your mail for your *Confirmation Statement* which will be mailed on November 11, 2008. Please make sure your mailing address is current so that your materials arrive promptly.

REGISTER FOR YOUR HEALTH SCREENING!

Health screenings are open to all State of Montana health plan participants and their covered dependents over the age of 18. The FREE yearly screenings are sponsored by the Health Care & Benefits Division, Employee Wellness Program. The 2008 health screening schedule is available at benefits.mt.gov/wellness.asp.

Register for your health screening appointment on our website at <https://benefits.mt.gov/healthscreening/>. Remember to fill out the health questionnaire and print a confirmation of your registration for your appointment. If you do not have access to the Internet, you may call our office for assistance. We hope you will take advantage of this cost saving (and possibly life saving) program. Make sure to give a copy of your results to your physician and keep a copy in your files. This is an important part of your medical history. If you have any questions, please contact Kim Pullman, Wellness Coordinator at (406) 444-3809 or kpullman@mt.gov.

EARLY RETURN TO WORK PROGRAM

The Workers' Compensation Management Bureau works with all State Agencies and employees to create transitional employment after an on-the-job injury. Since last fall, 20 State employees have been placed back at work after an injury where previously no work was available.

Why does it matter? An employee in this situation often **stops** earning leave, retirement, overtime, or compensatory time. After FMLA expires, that injured worker even has to pay his or her own health insurance premium. An employee who has been off work for 90 days has a 50% chance of ever returning to full-time employment, dramatically impacting lifetime earning potential and quality of life. Depression is all too common among workers removed from their jobs.

Many agencies have assisted with these temporary job placements including Revenue, Corrections, Public Health and Human Services, Labor & Industry, and Justice. Our efforts in placing injured workers do not take away the pain they have suffered, but they know we care and will work creatively to get them back to work and on the road to healing.

If you have any questions regarding this program, please contact Paige Tabor (406) 444-3860

ptabor@mt.gov.



WHAT IS CASE MANAGEMENT?

Case Management has been around for at least 15 years; the title may have changed, but the concept remains the same. Case Management was developed to provide an efficient way for the insured person to get access to medical resources. It connects patients to the most appropriate providers as well as helping them understand medical terms and navigate the system. It is also seen as an effective way to control costs, and keep patient expenses at a minimum.

Case Management is a service provided by the Health Care and Benefits Division. Denise Sheehy, HCBD Case Manager, has spoken to several people who have asked why she is calling them. The answer is that she has noticed something in their medical journey that she may be able to assist them with.

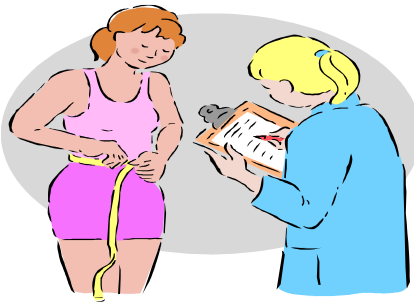
If you are struggling with medical issues and you would like to learn more about Case Management, please give Denise a call at (406) 444-2528 or 1-800-287-8266, extension 2528.



WHY WEIGHT

Are you ready to make positive changes in your lifestyle and need an extra boost to help motivate you? If you have had a health screening in the past six months and have been struggling to lose weight, the State of Montana offers the Why Weight Program to help motivate you to make those changes! Health Coaches are available to get you back on track and keep you focused on your goals.

Contact RBH at 1-866-750-0512 to find out if you qualify!



CALL FIRST!

Remember to always call your Plan prior to having any high cost medical procedures. Your Plan will be able to go over your benefits and also determine if the providers are within your benefit Plan's network. Also, there are some procedures that might be considered investigational or require preauthorization. Your Plan will be able to provide that information before you incur high costs that are not covered.

New West Health Plan

1-800-290-3657

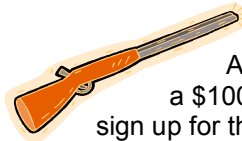
Blue Cross and Blue Shield

1-800-423-0805

PEAK

1-866-368-7325

HUNTER FITNESS



Are you a hunter? Are you interested in winning a \$100 gas card, hunting gear and more? If so, then sign up for the 2008 Hunter's Fitness Challenge! The goal of the program is to train your body to excel at the physical demands that hunting puts on it (like hiking long distances and carrying heavy loads), make your hunting activities more enjoyable and reduce your risk of getting hurt while hunting. Every man and woman can benefit from this program! You may choose to participate in either the Archery Season Challenge or the Rifle Season Challenge. The challenge is to get at least 10,000 steps or 90 minutes of vigorous physical activity per day on at least 21 of the 34 days of the program. For more information visit benefits.mt.gov/wellness.asp or contact Kim Pullman, RD, LN, Wellness Coordinator at (406) 444-3809 or kpullman@mt.gov.



THE MONTANA SAFETY CULTURE ACT (MSCA)

The Montana Safety Culture Act (MSCA) essentially says that we want our employees to go home at the end of the work day as healthy as they arrived. How many fingers do you have at the start of your day? Then you should have as many when you leave! *Work should not harm you.* That's the bottom line.



Most of us work to pay the mortgage, pay our bills, and provide for our families. In addition, we develop camaraderie and friendships with our peers. Our work helps define us and gives us a chance to help others.

The State Legislature enacted the MSCA in 1993 to promote this revolutionary idea that work should not harm us. In fact, this idea should be ingrained in our culture that work is a safe place.

The Workers' Compensation Management Bureau is working to support and establish good safety systems to take care of employees. For more information contact Bonnie Rouse, (406) 444-0122 brouse2@mt.gov.



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